Exhibit 38

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From: Jean-Philippe Courtois < jeanc@microsoft.com>
To: Stijn Nauwelaerts < stijnna@microsoft.com>

Sent: 3/30/2020 4:16:10 PM

Subject: RE:

great

From: Stijn Nauwelaerts

Sent: Monday, March 30, 2020 5:40 PM

To: Jean-Philippe Courtois

Subject: RE:

I am managing this so that we work on the 2 streams in parallel – Exec recruitment spoke to him over the weekend, he has a new role now (runs all strategic accounts globally) but is still very interested in Microsoft. He was playing with the idea to become CEO of a company in Brazil where he is a board member (Suzano) but also realizes that the current situation is not helping.

I suggested 2 actions:

•

• Invite him for a Teams conversation with you, following up on the breakfast meeting you have had with him Stijn

From: Jean-Philippe Courtois < ieanc@microsoft.com >

Sent: Monday, 30 March 2020 17:19

To: Stijn Nauwelaerts < stijnna@microsoft.com >

Subject: FW:

So they are reaching out to Rodrigo?

jp

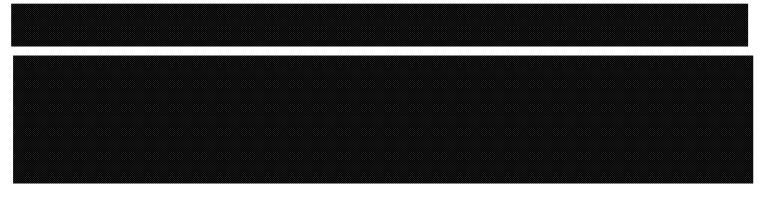
From: Kate Johnson < Kate. Johnson@microsoft.com >

Sent: Monday, March 30, 2020 4:33 PM

To: Jean-Philippe Courtois < jeanc@microsoft.com>

Subject: RE:

Hi JP.



Thank you for reaching out.

Kate

From: Jean-Philippe Courtois < jeanc@microsoft.com >

Sent: Monday, March 30, 2020 5:57 AM

To: Kate Johnson < Kate. Johnson @microsoft.com>

Confidential



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Hi Kate

Hope you're doing well and your beloved ones too

Thx

jp